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**EXECUTIVE COMMITTEE
RECOMMENDATION**

SR-03-04-01 EC Final Form

Recommends approval of the attached Executive Policy Bulletin No. 15 as amended on March 14, 2003.

RATIONALE:

The effect of the change is to increase the percentage amount of base salary a faculty member may make from 20 percent to 25 percent. The change brings the policy more into line with other research institutions.

FACULTY SENATE PRESIDENT:

APPROVED

BY SENATE: _____ DATE: _____

DISAPPROVED

BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: _____ DATE: _____

DISAPPROVED: _____ DATE: _____

COMMENTS: _____

Executive Policy Bulletin Number 15**Effective April 26, 2000****Amended March 14, 2003****FACULTY COMPENSATION FROM GRANTS AND CONTRACTS**

Marshall University faculty can be compensated from various non-state funding sources including federal grants and contracts. Office of Management and Budget Circular A-21 stipulates that work under federal grants and contracts and accompanying compensation must be recorded during the faculty member's normal work time, which is defined as that time listed in the faculty member's Appointment Letter. These regulations further stipulate that the amount of compensation paid cannot exceed the faculty member's base salary rate (the amount listed in the faculty member's Appointment Letter).

When a faculty member performs work in carrying out a contract or grant as part of his/her regular duties, a Marshall University PAR must be in effect which reflects the research duties and all other current responsibilities. The amount of compensation on this PAR must equal the faculty member's Appointment Letter base salary.

For faculty on a 9-month appointment, charges to the grant or contract (and compensation to the faculty member) for work performed on the grant or contract during the summer months will be at the salary rate of the base salary of the previous academic year, prorated for the amount of time worked.

OVERLOAD/INCIDENTAL COMPENSATION FOR FACULTY

Office of Management and Budget Circular A-21 does allow for supplemental compensation for incidental work in excess of normal for the individual, providing that there is an institutional policy for incidental work. This Executive Policy Bulletin hereby creates an overload/incidental compensation policy which will allow-Marshall University faculty to earn up to an additional 25% of their base salary for additional time worked, subject to the approval of the Vice President for Academic Affairs, the Vice President for Health Sciences, or the Provost of the Marshall Community & Technical College, as appropriate. The base salary will be determined from the faculty member's Appointment Letter. Under no circumstances will overload/incidental payments be made through federal grants and contracts.

MERIT AWARDS FOR FACULTY

Subject to approval of the Vice President for Academic Affairs, the Vice President for Health Sciences, or the Provost of the Marshall Community & Technical College, as appropriate; individual colleges shall establish research merit awards which can result in additional financial benefit to productive researchers. Under no circumstances will merit award payments be made directly from a federal grant or contract.

This policy applies to all federal grant and contracts and may be applied to other sources of funds as deemed appropriate.